

## **Health Sciences:**

**My proposal:** A mapping exercise where existing staff were mapped to areas of expertise within the Health Sciences showed Biology to have 2 posts, Nutrition to have 4 posts and 1 post is associated with more General Health teaching. To reduce staffing in Nutrition, I propose losing a Grade 7 and a Grade 8 post. To reduce staffing in General Health I propose losing the Grade 7 professional tutor post. Critical in making the decision of which post will be lost will be ensuring the right mix of expertise and skill is available for the School moving forwards, and that colleagues are judged against the expectations of their current roles.

**Counter proposals:** No counter proposal for the loss of the post in Health Science was received. With regards to Food and Nutritional Sciences, two counter proposals have been made. First, to leave staffing in place and to increase support for marketing and industry engagement such that future success might be achieved. Second, to seek redeployment of the team to support the delivery of other curricula.

**Response:** As no counter proposal was received for the L7 General Health post, I confirm my original decision that this post remains at risk of redundancy.

I thank colleagues for their thoughtful consideration of the issues in relation to Food and Nutritional Sciences. In relation to the request for increased support as outlined in the first counter proposal, it is difficult to know what is meant by this. Food and Nutritional Sciences has been staffed very generously for many years and there has been a very significant investment in resources that should have been attractive to potential students. As such, claims to increase support through increasing cross subsidisation to Food and Nutritional Sciences from elsewhere risk seeming ill-judged. My view that the market has told us that a single honours programme in Food and Nutritional Sciences is not sustainable at Hope is unchanged.

The second counter proposal is to consider the skill sets of colleagues in Food and Nutritional Science in the round of other activities that the faculty is committed to delivering such that redeployment is possible. The potential for redeployment is conditioned on the faculty strategy and some claims to additional income that they have identified. The additional sources of income come from an arrangement with Bancy University in Spain, Baylor University in the US, and the MSc in Public Health at Hope. To be clear, these potential income streams were known to me at the time of writing the proposal. Nevertheless, I have sought some evidence of the likely income from these activities. Unfortunately, hard evidence is not available at the moment though Baylor estimates 5-10 students (rather than the c. 15 suggested in the counter proposal) will attend Hope this year. Furthermore, hard evidence is not available for the

numbers of incoming students from Bancy University nor the MSc in Public Health. It is important that we plan on conservative estimates of income and so claims to an increased income of c.£217K seem to me to risk being very optimistic.

The value of the faculty is that it is possible to consider issues through a lens that is broader than any one school. In this case, the reflections of colleagues with regards to the faculty strategy are important and welcome. Since formulating proposals developments elsewhere in the faculty provide some limited flexibility in relation to utilising advanced skills from Food and Nutritional Sciences into aspects of UG curriculum elsewhere in the faculty (e.g. Psychology). After discussion with the relevant heads of schools within the faculty, I accept a limited version of the counter proposal suggested by colleagues. Specifically, to extend the fixed-term Level 7 appointment in Food and Nutritional Sciences for a period of up to 6 months such that we can review recruitment later in the year. I do, however, confirm that the G8 post remains at risk of redundancy.

### **Sports Sciences:**

**My Proposal:** A mapping exercise where the 11.5 existing staff were mapped to varying areas of expertise. However, custom and practice within the team has been that colleagues work across areas and so I have considered all posts together when determining where a post might be lost. As such, I propose 1 post will be lost from teaching and research colleagues from Grade 8. Critical in making the decision of which post will be lost will be ensuring the right mix of expertise and skill is available for the School moving forwards, and that colleagues are judged against the expectations of their current roles.

**Counter proposal:** The counter proposal is to leave staffing in place for two years in order to seek ways of improving recruitment.

**Response:** I thank colleagues for their thoughts and the outlining of how responsibilities are distributed. In relation to SSRs, two points need to be noted. First, the correct figure to consider includes GTAs as their inclusion reflects the approach to staffing agreed with me by the School. Second, the analysis of SSR data presented by colleagues seems to me to contain errors (Dr Roche is listed as a .5 appointment and Professor Khaiyat is completely omitted) that tend to inflate the reported SSR. In sum, I am not persuaded that there is a sound case to support delaying taking action. As such, I confirm that my view is unchanged from that expressed in my original proposal.

**Geography:**

**My Proposal:** A mapping exercise where 7 staff were mapped to disciplines within the Environment showed 3 posts in Geography, 2 posts in Environmental Science and 2 posts in Tourism. However, custom and practice within the team has been that colleagues work across areas and so I have considered all posts together. Further analysis of these posts shows the teaching team to contain two Grade 9s, with one being the Head of School. I have reached a view that the work of the teaching team does not need two Grade 9 posts as they can be managed directly by the head of school (if, as at present the Head of School is drawn from the set of colleagues) or an academic lead (if the Head of School were to be drawn from Computer Science). As such, I propose one Grade 9 post will be lost.

**Counter proposal:** No counter proposal has been received.

**Response:** As no counter proposal has been received, I confirm that my view is unchanged from that expressed in my original proposal.

**Addendum:**

I have approved 3 VR requests from individuals at risk within the respective areas. On the basis they all proceed it would result in 6 staff no longer being at risk of redundancy. It is important to note that, until these agreements are finalised and agreed by all parties, these individuals remain formally at risk of redundancy.

Professor Nick Donnelly

4<sup>th</sup> July 2025